

**Equal Employment Opportunity Data Posted Pursuant to the No Fear Act Complaint
Activity For FY 06, 07 & 4th Quarter FY08**

Complaint Activity	Comparative Data			4th Qtr FY 08
	Previous Fiscal Year Data			
		2006	2007	
Number of Complaints Filed		45	39	49
Number of Complainants		41	37	45
Repeat Filers		4	2	4

Complaints by Basis	Comparative Data			4th Qtr FY 08
	Previous Fiscal Year Data			
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>		2006	2007	
Race		46	14	
Color		11	2	
Religion		3	2	
Reprisal		38	13	
Sex		33	11	
National Origin		21	1	
Equal Pay Act		0	1	
Age		37	12	
Disability		10	5	
Non-EEO		0	0	

Complaints by Issue	Comparative Data			4th Qtr FY 08
	Previous Fiscal Year Data			
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>		2006	2007	
Appointment/Hire		3	0	
Assignment of Duties		8	2	
Awards		0	1	
Conversion to Full-time				
Disciplinary Action				
Demotion				
Reprimand		4	5	
Removal		2	0	
Suspension		3	0	
Other				
Duty Hours				
Evaluation Appraisal		9	1	
Examination/Test				
Harassment				
Non-Sexual		34	17	
Sexual		10	1	
Medical Examination		0	0	
Pay (Including Overtime)		7	1	
Promotion/Non-Selection		67	14	
Reassignment				
Denied		5	0	
Directed				
Reasonable Accommodation		2	3	
Reinstatement				
Retirement		2	0	
Termination		17	1	
Terms/Conditions of Employment		17	3	
Time and Attendance		0	1	
Training		9	0	
Other		0	2	

Processing Time	Comparative Data			4th Qtr FY 08
	Previous Fiscal Year Data			
		2006	2007	

Complaints pending during fiscal year				
Average number of days in investigation stage		180	156	203
Average number of days in final action stage		89	465.79	581
Complaint pending during fiscal year where hearing was requested				
Average number of days in investigation stage		180	180	243
Average number of days in final action stage		0	0	60
Complaint pending during fiscal year where hearing was not requested				
Average number of days in investigation stage		172.38	180	183
Average number of days in final action stage		89	465.79	631

Complaints Dismissed by	Comparative Data			4th Qtr FY 08
	Previous Fiscal Year Data			
		2006	2007	
Total Complaints Dismissed by Agency		0	3	3
Average days pending prior to dismissal		0	302	631
Complaints Withdrawn by Complainants				
Total Complaints Withdrawn by Complainants		2	4	6

Total Final Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data				4th Qtr FY 08	
	2006		2007			
	#	%	#	%	#	%
Total Number Findings	2		0		4	
Without Hearing	2		0		0	
With Hearing			0		4	100

Findings of Discrimination Rendered by Basis	Comparative Data					
	Previous Fiscal Year Data					
					4th Qtr FY 08	
2006		2007				
	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>						
Total Number Findings	2		0		5	
Race	2		0		4	
Color			0		1	
Religion			0		2	
Reprisal	1		0		2	
Sex			0		2	
National Origin			0		1	
Equal Pay Act			0		0	
Age	1		0		1	
Disability			0		0	
Non-EEO			0		0	
Findings After Hearing			2		5	
Race			2		4	
Color					1	
Religion					2	
Reprisal			1		2	
Sex					2	
National Origin					1	
Equal Pay Act					0	
Age			1		1	
Disability					0	

Non-EEO					0
Findings Without Hearing					
Race					
Color					
Religion					
Reprisal					
Sex					
National Origin					
Equal Pay Act					
Age					
Disability					
Non-EEO					

Findings of Discrimination Rendered by Issue	Comparative Data					
	Previous Fiscal Year Data					
	2006		2007		4th Qtr FY 08	
	#	%	#	%	#	%
Total Number Findings	2		0		5	
Appointment/Hire	2		0		0	
Assignment of Duties						
Awards						
Conversion to Full-time						
Disciplinary Action						
Demotion					1	
Reprimand						
Suspension						
Removal						
Other						
Duty Hours						
Evaluation Appraisal	1				1	
Examination/Test						
Harassment						
Non-Sexual					2	
Sexual						
Medical Examination						
Pay (Including Overtime)						
Promotion/Non-Selection	1				4	
Reassignment						
Denied						
Directed						
Reasonable Accommodation						
Reinstatement						
Retirement						
Termination						
Terms/Conditions of Employment					1	
Time and Attendance						
Training						
Other						
Findings After Hearing						
Appointment/Hire						
Assignment of Duties						
Awards						
Conversion to Full-time						
Disciplinary Action						
Demotion						
Reprimand						
Suspension						
Removal						
Other						
Evaluation Appraisal						
Examination/Test						
Harassment						
Non-Sexual						
Sexual						
Medical Examination						
Pay (Including Overtime)						
Promotion/Non-Selection						
Reassignment						
Denied						
Directed						
Reasonable Accommodation						
Reinstatement						
Retirement						
Termination						
Terms/Conditions of Employment					1	

Time and Attendance						
Training						
Other						
Findings Without Hearing						
Appointment/Hire						
Assignment of Duties						
Awards						
Conversion to Full-time						
Disciplinary Action						
Demotion						
Reprimand						
Suspension						
Removal						
Other						
Duty Hours						
Evaluation Appraisal						
Examination/Test						
Harassment						
Non-Sexual						
Sexual						
Medical Examination						
Pay (Including Overtime)						
Promotion/Non-Selection						
Reassignment						
Denied						
Directed						
Reasonable Accommodation						
Reinstatement						
Retirement						
Termination						
Terms/Conditions of Employment						
Time and Attendance						
Training						
Other						

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data				
	Previous Fiscal Year Data				
		2005 *	2006	2007	2008
Total complaints from previous Fiscal Years		35	40	41	49
Total Complainants		33	37	40	45
Number complaints pending					
Investigation		20	32	20	32
Hearing		15	26	19	23
Final Action		24	12	14	27
Appeal with EEOC Office of Federal Operations		6	7	5	2

* Used new reporting format for comparison

Complaint Investigations	Comparative Data				2008
	Previous Fiscal Year Data				
		2006	2007		
Pending Complaints Where Investigations Exceeds Required Time Frames			0	0	2